



## DEPARTMENT OF EDUCATION

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June 1, 2012

Marcia V. Lyles, Ed.D., Superintendent  
Christina School District  
600 N. Lombard Street  
Wilmington, DE 19801-4499

Dear Dr. Lyles and the Christina School Board,

Earlier this month, the Teacher & Leader Effectiveness Unit (TLEU) wrote your school district to inform you of a significant opportunity for your educators. The deadline to respond to that opportunity was May 25, 2012. By that deadline, your district indicated your intent to not participate in Year One of the state's Race to the Top (RTTT) Talent Retention/Attraction Initiative. The program, part of the state's RTTT plan, rewards select, top-performing highly-effective principals, assistant principals and teachers in the state's highest-need schools with financial incentives and recognition.

As you already know, the following schools in your district are eligible to participate in the Talent Retention/Attraction Initiative for Year 1: **Glasgow High School, Bayard Middle School, Stubbs Elementary, Bancroft Elementary, Oberle Elementary, Pulaski Elementary, and Elbert-Palmer Elementary.**

The Delaware Department of Education (DDOE) will be informing eligible teachers (Grades 3-10, DCAS test subject areas) of their Component V calculation in July, which is a key factor in determining which educators qualify for the financial incentive. The \$10,000 reward is contingent upon an educator's agreement to continue working in their respective high-need school for two additional years. By choosing not to participate in Year One of the program, your district may have select, top-performing "highly effective" rated educators in the school(s) above that will not receive a financial incentive of \$10,000 even if they qualify based upon their students' performance.

Since announcing the program, DDOE has received feedback from several districts that more information was needed to make a well-versed decision—this ranged from questions about the Component V calculation methodology (released 5/30 statewide) to questions about the mechanics of the program (to be released publically the week of 6/4). Given this, the TLEU has now extended the timeline for all districts to respond. **If you have any additional questions about the program that might have impacted your district's decision, please email the TLEU no later than Friday, June 8, 2012.**

**Further, the TLEU will now accept correspondence indicating your intent to participate in the program through June 15, 2012.**

Given the significance of this initiative and time-sensitivity of our request, the TLEU plans to proceed in collaborating with all 30 selected schools statewide to ensure a well-designed program this year, and in years to come. We believe that this will require 1-2 hours of your school leader's time next week as we distribute data files for roster verification purposes. DDOE will provide each school leader with the program's "Guidelines Manual", considerations for roster verification/validation, and additional technical assistance in ensuring that we have the appropriate educator-student linkages in our state system for the 30 selected schools.

As always, please email me if you would like to set up a meeting or a call to discuss this opportunity. Thank you for your ongoing commitment and service to Delaware's schools.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Ruszkowski', with a stylized flourish at the end.

Christopher Ruszkowski  
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